

**Exhibit A**  
**City of West Linn Compensation Plan**

**Listing of American Federation of State, County and Municipal Employees (AFSCME)**  
**Local 350-1, Council 75**

AFSCME received a 4.0 % COLA increase effective 7/1/23

**Effective July 1, 2023 - June 30, 2024**

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Civil Engineer	I	AFSCME	Hourly	37.4083	39.3889	41.4653	43.6616	45.9777	48.4135
GIS Coordinator	I	AFSCME	Bi-weekly	2,993	3,151	3,317	3,493	3,678	3,873
Building Plans Examiner / Inspector	I	AFSCME	Annually	77,809	81,929	86,248	90,816	95,634	100,700
Network and Computer Systems Administrator									
Senior Accountant									
Management Analyst	H	AFSCME	Hourly	34.9165	36.7614	38.7100	40.7785	42.9428	45.2030
Accountant	H	AFSCME	Bi-weekly	2,793	2,941	3,097	3,262	3,435	3,616
Community Relations Coordinator	H	AFSCME	Annually	72,626	76,464	80,517	84,819	89,321	94,022
Associate Planner	H	AFSCME							
Emergency Management Coordinator	H								
Building Inspector III	H								
Senior Engineering Technician	G	AFSCME	Hourly	32.4407	34.1418	35.9867	37.9673	39.9879	42.1681
Building Plans Examiner	G	AFSCME	Bi-weekly	2,595	2,731	2,879	3,037	3,199	3,373
Associate Engineer	G	AFSCME	Annually	67,477	71,015	74,852	78,972	83,175	87,710
Records Coordinator / Deputy City Recorder	G	AFSCME							
Parks Program Manager - Maintenance	G	AFSCME							
Information Technology Analyst	G	AFSCME							
Park Development Coordinator	G	AFSCME							
Business Support/Economic Dev Coordinator									
Administrative Assistant	F	AFSCME	Hourly	29.9809	31.5383	33.2713	35.0523	36.9850	38.9257
Building Maint. Worker III	F	AFSCME	Bi-weekly	2,398	2,523	2,662	2,804	2,959	3,114

**City of West Linn Compensation Plan**

**Listing of American Federation of State, County and Municipal Employees (AFSCME)**

**Local 350-1, Council 75**

AFSCME received a 4.0 % COLA increase effective 7/1/23

**Effective July 1, 2023 - June 30, 2024**

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Children's Librarian	F	AFSCME	<i>Annually</i>	62,360	65,600	69,204	72,909	76,929	80,965
Desk Top Technician II	F	AFSCME							
Engineering Technician	F	AFSCME							
Environmental Technician	F	AFSCME							
GIS Specialist	F	AFSCME							
Lead Mechanic	F	AFSCME							
Librarian II	F	AFSCME							
Park Dev.Coord/Arborist	F	AFSCME							
Park Maint. Worker III	F	AFSCME							
Recreation Coordinator II	F	AFSCME							
Reference Librarian	F	AFSCME							
Senior Accounting Clerk	F	AFSCME							
Utility Worker III/Sewer	F	AFSCME							
Utility Worker III/Streets	F	AFSCME							
Utility Worker III/Water	F	AFSCME							
	F	AFSCME							
Accounting Clerk II	E	AFSCME	<i>Hourly</i>	27.4732	28.9587	30.5240	32.1452	33.8942	35.7072
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	2,198	2,317	2,442	2,572	2,712	2,857
Assistant Planner	E	AFSCME	<i>Annually</i>	57,144	60,234	63,490	66,862	70,500	74,271
Building Inspector II	E	AFSCME							
Building Maintenance Worker II	E	AFSCME							
Desk Top Technician	E	AFSCME							
Librarian	E	AFSCME							
Municipal Court Clerk II	E	AFSCME							
Park Maintenance Worker II	E	AFSCME							
Permit Coordinator	E	AFSCME							

City of West Linn Compensation Plan

Listing of American Federation of State, County and Municipal Employees (AFSCME)

Local 350-1, Council 75

AFSCME received a 4.0 % COLA increase effective 7/1/23

Effective July 1, 2023 - June 30, 2024

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Utility Worker II	E	AFSCME							
Library Children's Services Specialist	D	AFSCME	Hourly	25.2379	26.3231	27.7687	29.2701	30.8195	32.4727
Library Assistant III	D	AFSCME	Bi-weekly	2,019	2,106	2,221	2,342	2,466	2,598
Library Technical Assistant	D	AFSCME	Annually	52,495	54,752	57,759	60,882	64,105	67,543
Recreation Coordinator	D	AFSCME							
Building Inspector I									
Accounting Clerk	C	AFSCME	Hourly	22.5216	23.7196	25.0134	26.3311	27.8006	29.2701
Building Maintenance Worker	C	AFSCME	Bi-weekly	1,802	1,898	2,001	2,106	2,224	2,342
Library Assistant II	C	AFSCME	Annually	46,845	49,337	52,028	54,769	57,825	60,882
Municipal Court Clerk	C	AFSCME							
Office Specialist	C	AFSCME							
Park Maintenance Worker I	C	AFSCME							
Utility Worker I	C	AFSCME							
Library Assistant I	B	AFSCME	Hourly	20.0618	21.1160	22.2581	23.4401	24.7099	26.0516
			Bi-weekly	1,605	1,689	1,781	1,875	1,977	2,084
			Annually	41,729	43,921	46,297	48,755	51,397	54,187
Library Aide	A	AFSCME	Hourly	17.5541	18.4885	18.9270	20.5729	21.6591	22.8251
			Bi-weekly	1,404	1,479	1,514	1,646	1,733	1,826
			Annually	36,513	38,456	39,368	42,792	45,051	47,476

City of West Linn Compensation Plan

Listing of American Federation of State, County and Municipal Employees (AFSCME)

Local 350-1, Council 75

AFSCME received a 4.0 % COLA increase effective 7/1/23

Effective July 1, 2023 - June 30, 2024

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6

Note: Salaries may vary slightly because of rounding and because of the City's payroll software system calculations